



Agenda

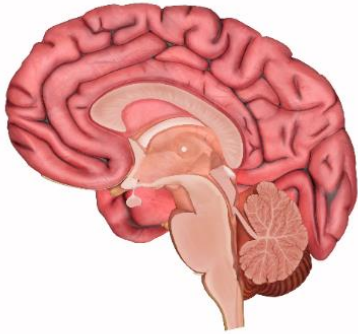
- Introductions
- Young People, Brain Science and CBT
- The model
- Data and outcomes
- Questions

Who We Serve

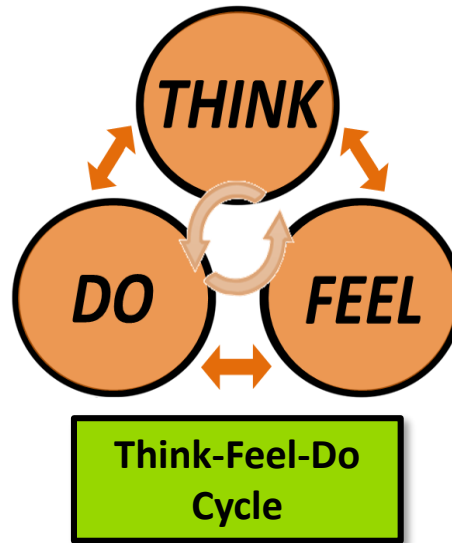
Roca serves
the highest-risk young people ages 16-24
who are not ready, willing, or able
to participate in job, education, or other programs



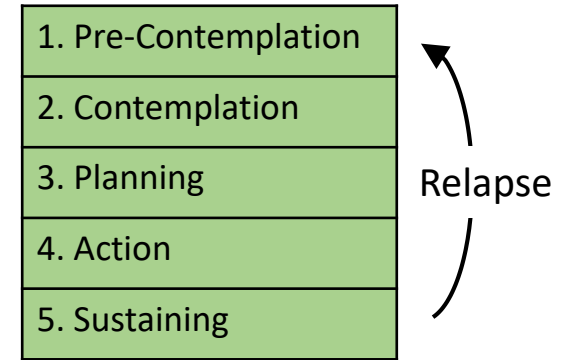
Meeting Young People's Needs: Frameworks for Change



Brain Development
& Trauma



Cognitive-
Behavioral Theory



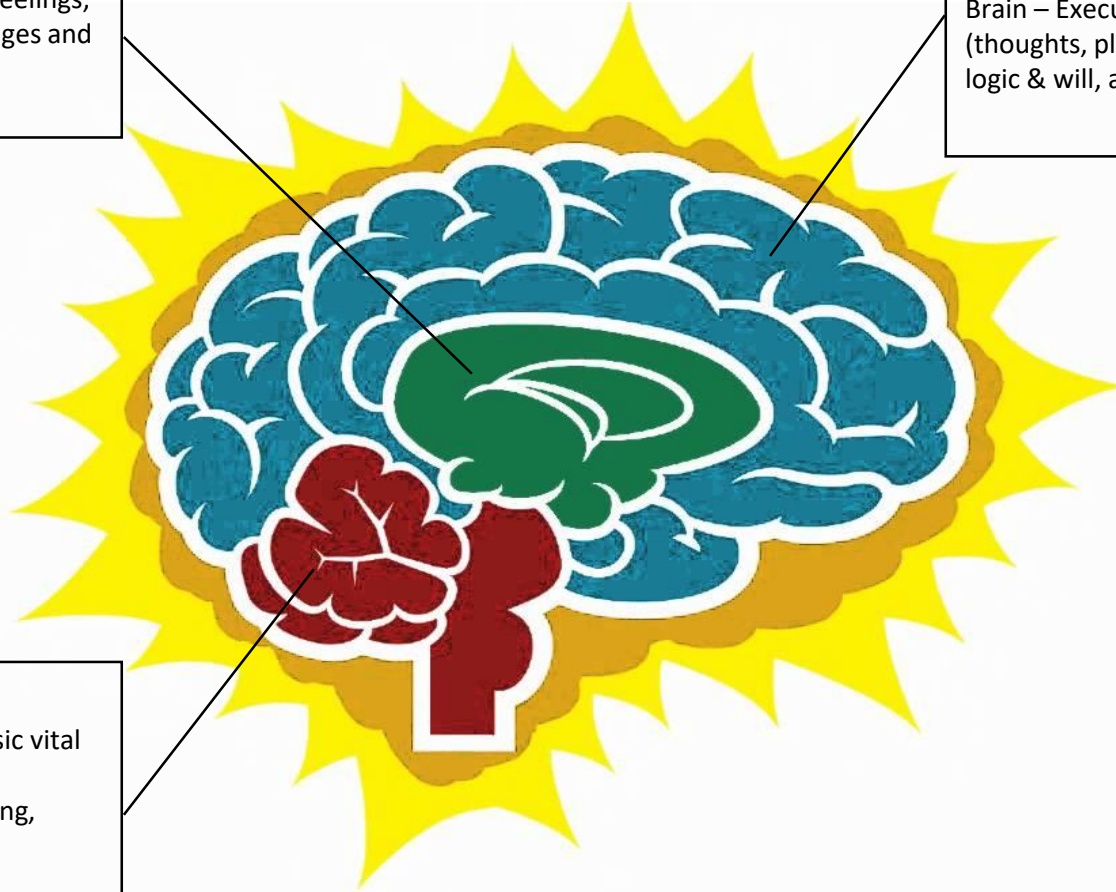
Stages of
Change

The Brain

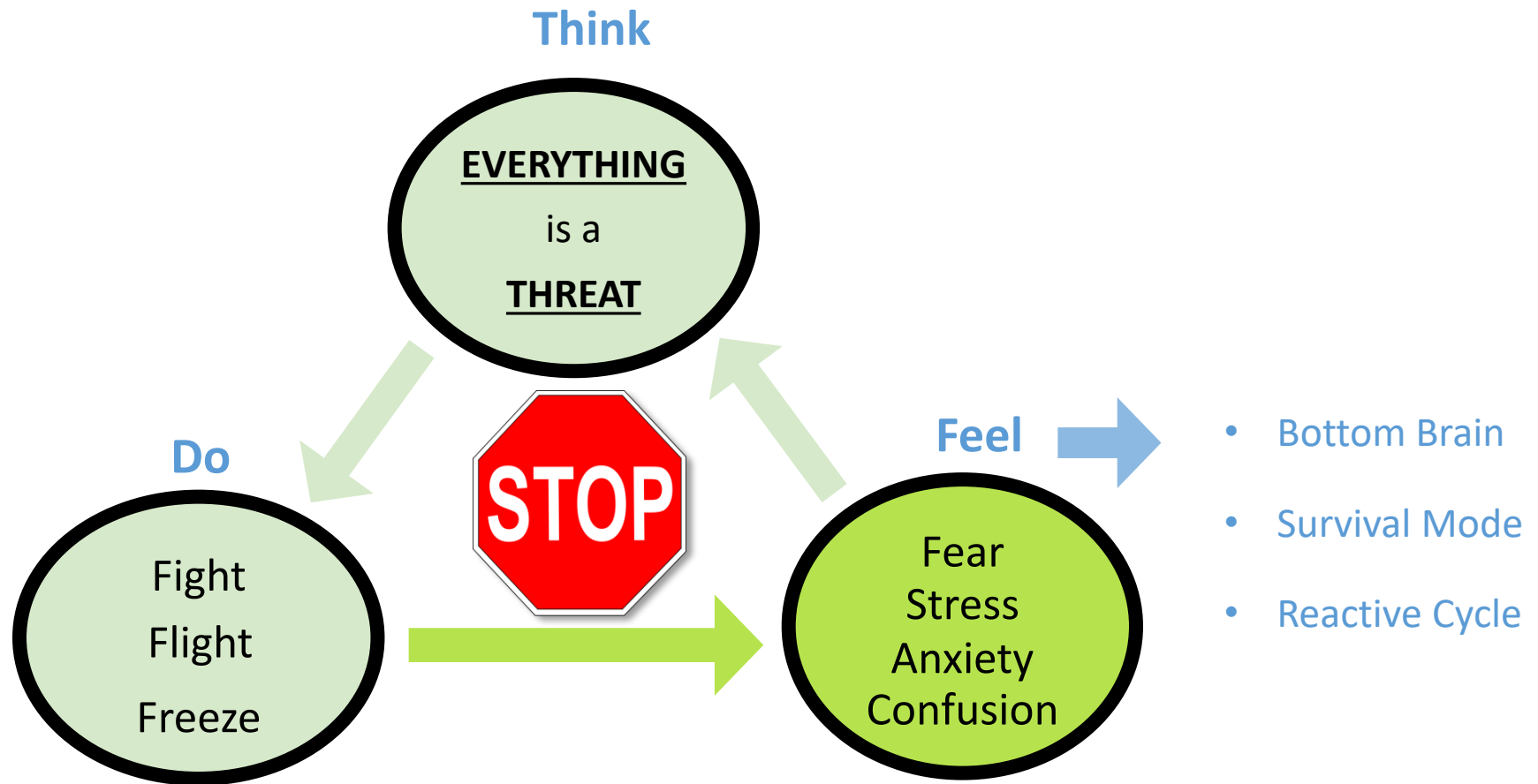
Limbic System-Emotion Brain-
emotions and motivation (feelings,
relationship, nurturing, images and
dreams, play)

Pre-Frontal Cortex-Thinking
Brain – Executive Functions
(thoughts, planning, language,
logic & will, awareness)

Brain Stem-Survival Brain basic vital
functions
(instinct, breathing, swallowing,
heartbeat, startle response)



TRAUMA = FEAR THAT WON'T TURN OFF

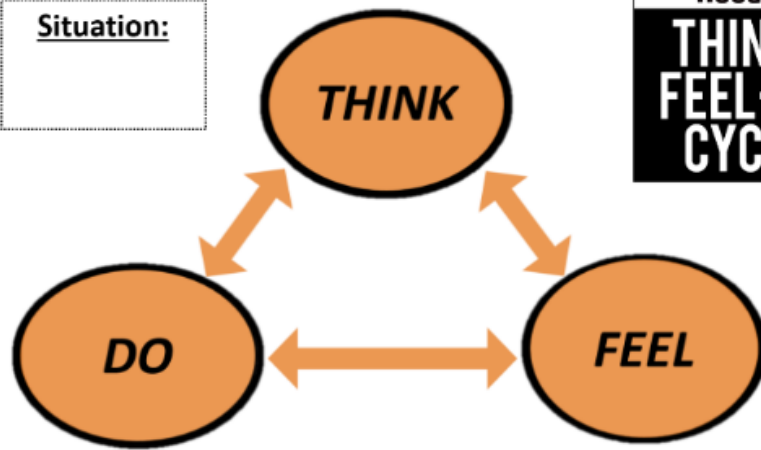


CBT Skills: With directed & repeated practice, we can build new ways to Think, Feel & Do

=

New Pathways & New Helpful Cycles

Situation:



Roca >

**THINK-
FEEL-DO
CYCLE**

Situations affect what we say in our head, what we feel in our bodies, and what we do in response. In turn, what we think, feel, and do all affect each other.

Roca >

**BE
PRESENT**



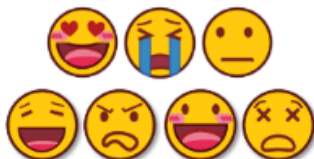
When we slow down, focus on one thing at a time, and focus on what's in front of us right now, we are able to stop spinning and have more control.



Recognize you're having a feeling

Roca >

**LABEL
YOUR
FEELINGS**



JOY
Cheerful Excited Elated

ANGER
Annoyed Mad Enraged

Understand different types of feelings

Know that feelings range in intensity

When we label our feelings we have the possibility of a different choice.

Roca >

**MOVE
IT**

Do something every day, especially when you don't feel like doing anything to disrupt a spinning cycle over time.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday



Emotion-driven behavior is when you react based on your emotion.

Value-driven behavior is when you act intentionally based on what you value.

When you act intentionally based on what you value, you...

Are in control of your life

Feel better

Can work toward your goals



Roca >

**ACTION
YOUR
VALUES**

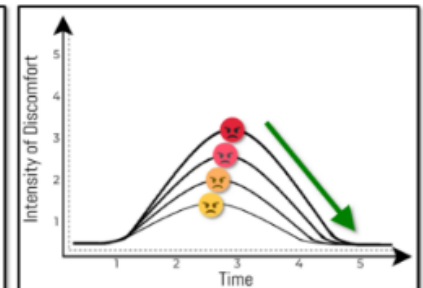
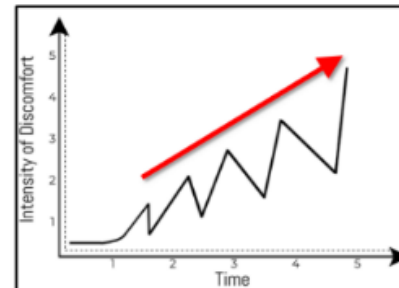
When we "Stick With It," our discomfort tends to decrease over time.

Roca >

**STICK
WITH IT**

When you are in a cycle of avoidance, your discomfort tends to get more intense over time

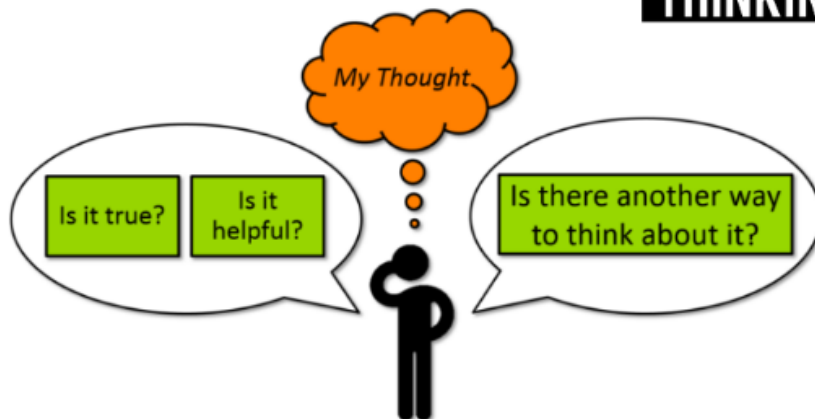
When you are in the habit of "Sticking With It," discomfort tends to decrease over time



When our thoughts are not true or helpful, they can keep us stuck in a spinning cycle. By examining our thoughts we can change them.

Roca >

**FLEX
YOUR
THINKING**



Generate multiple solutions, evaluate based on what you value, choose your best option, and make an action plan.

Value



Being a parent

Roca >

**SOLVE
IT**

Develop an action plan that is:

Actionable

Measurable

With a timeline

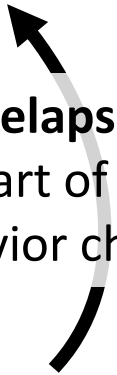
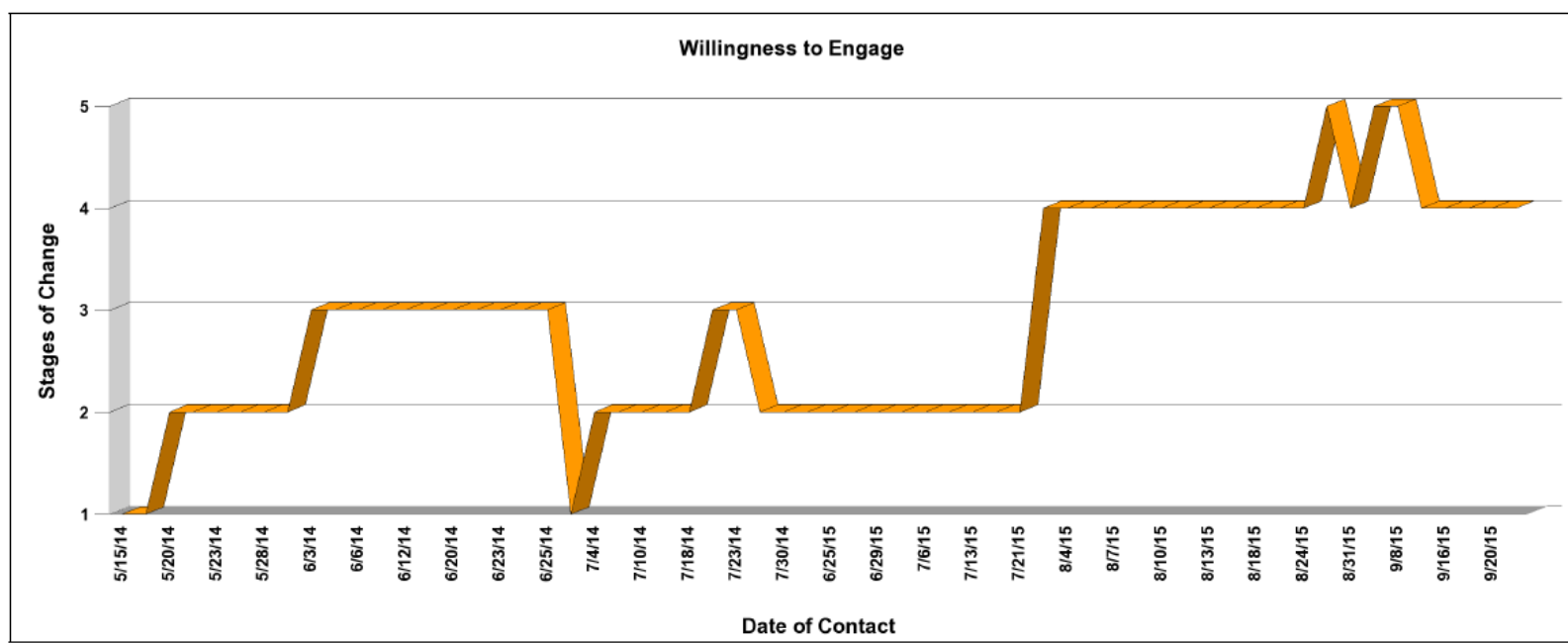
I need \$300 to pay my bills			
Buy a lottery ticket	Work	Sell drugs	Borrow from a friend
Pros: 1. Could make a lot 2. Easy	Pros: ✓ 1. Honest route 2. Good example for my kids	Pros: 1. Easy 2. Fast	Pros: ✓ 1. Fast 2. Don't have to work
Cons: ✗ 1. Unlikely to win 2. Costs money	Cons: ✓ 1. Daily effort 2. Supervisor is tough	Cons: ✗ 1. Might go to jail 2. Bad example for my kids	Cons: 1. Have to pay back 2. Might lose a friend

Stages of Change

Stages of Change

1. Pre-Contemplation = NO
2. Contemplation = MAYBE
3. Planning = GETTING READY
4. Action = ACTING DIFFERENTLY
5. Sustaining = MORE THAN 51%

Relapse
is part of any
behavior change



Roca's Intervention Model

Roca's Intervention Model is a cognitive behavioral intervention that includes 4 strategic components:

Relentless Outreach and Follow-Up

Transformational Relationships



- Youth Workers, Educators, and Crew Supervisors
- (All Staff)

Programming



- Life Skills
- Education / Pre-Voc
- Employment

Engaged Institutions



- Formal System Change
- Informal System Change



FY19 Data (Massachusetts)

904 participants served in 2019



80% (720 of 904) Annual Retention Rate

86%

(256 of 297)

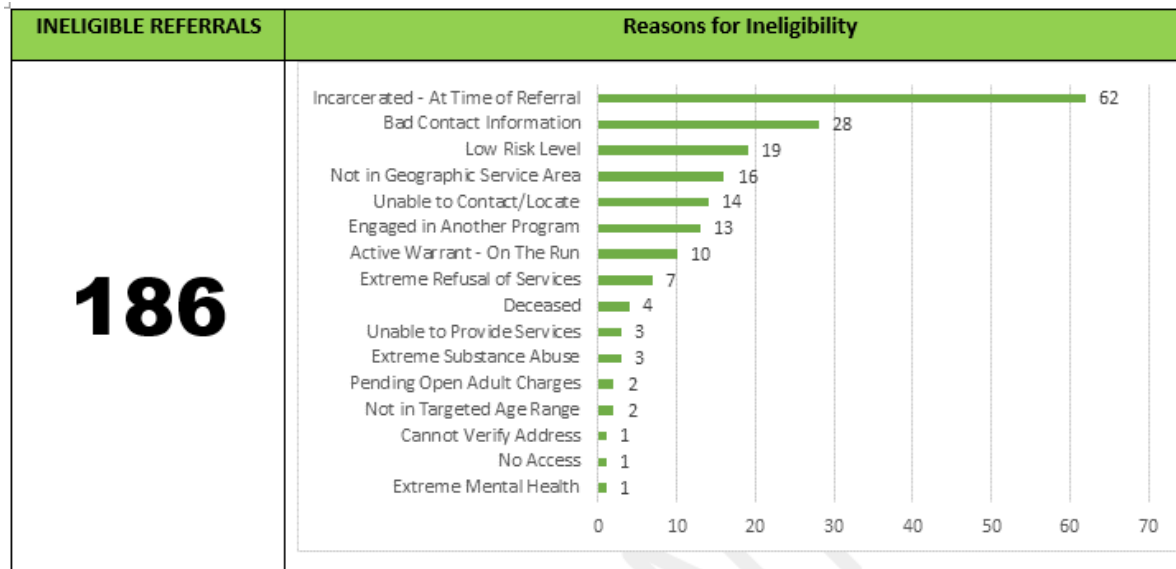
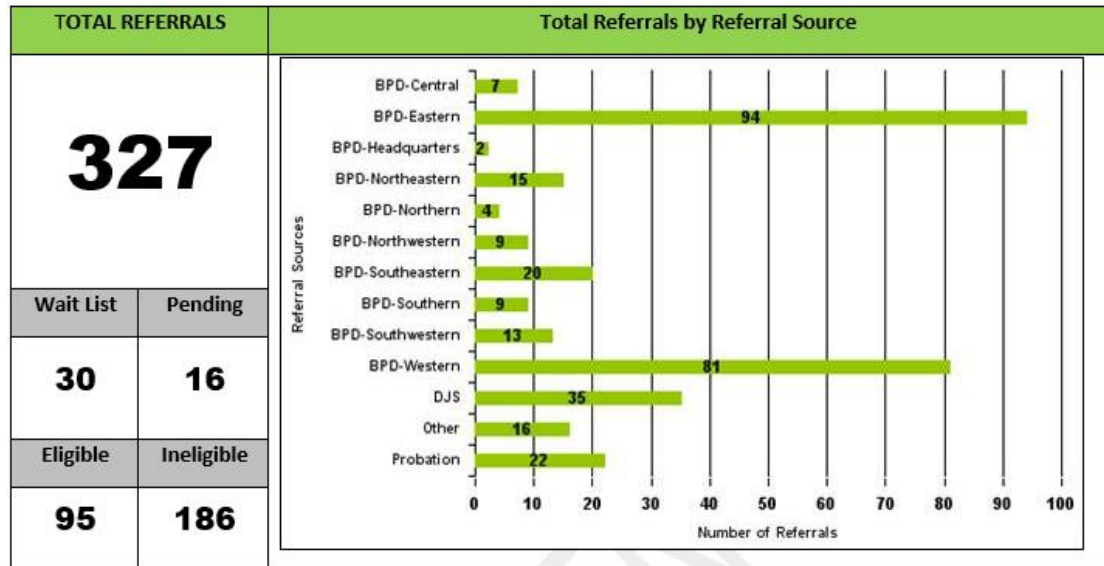
Have No

New Arrests



77%
(278 of 363)
of Roca
placed in a
job

FY19: Referrals & Eligibility



External Evaluation Outcomes

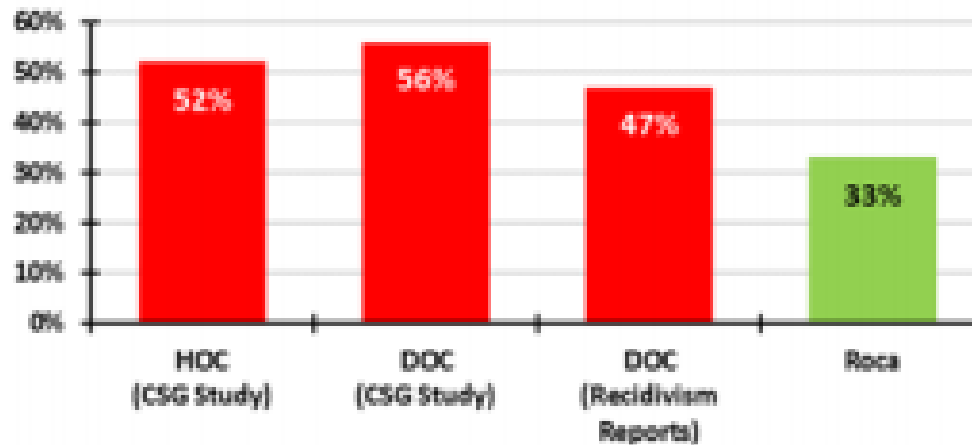
1,246

Number of High-Risk Young Men
Served Between 2012 and 2019

66%

Percent of Graduates Retained
Employment For 6+ Months

Massachusetts 3-Year Recidivism Benchmarks



Recent Research Findings

- **Roca reduces criminal justice system involvement and increases employment for high-risk young people.**

Each year from 2014-2019, 84-97% of Roca's young men had no new incarcerations for new charges after their 24th month of enrollment, and 76-92% retained 90 or more days of employment.
- **Roca's recidivism rates are significantly lower than the state average.**

External evaluation of Roca's work with 1,246 high-risk young people between 2012 and 2019 shows that less than 33% of them were convicted of any crime within three years. This represents a *30% reduction* when compared to the Massachusetts Department of Correction's reported recidivism rate of 47% for 18-24 year olds released in 2014 and a *41% reduction* compared to the Council of State Governments Justice Center's reported rate of 56% for 18-24 year olds.
- **Roca reduces violent crime.**

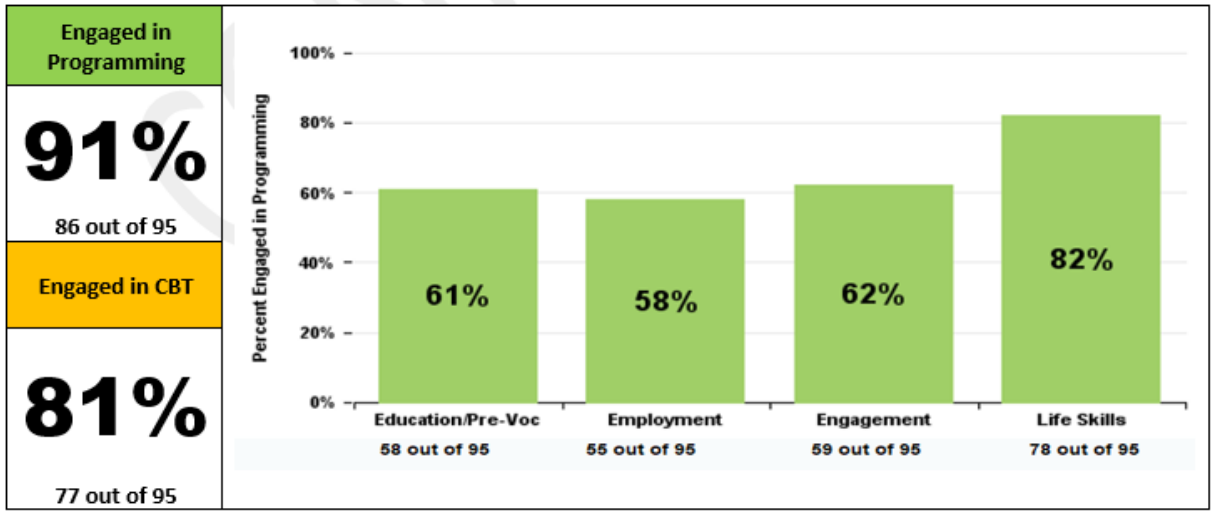
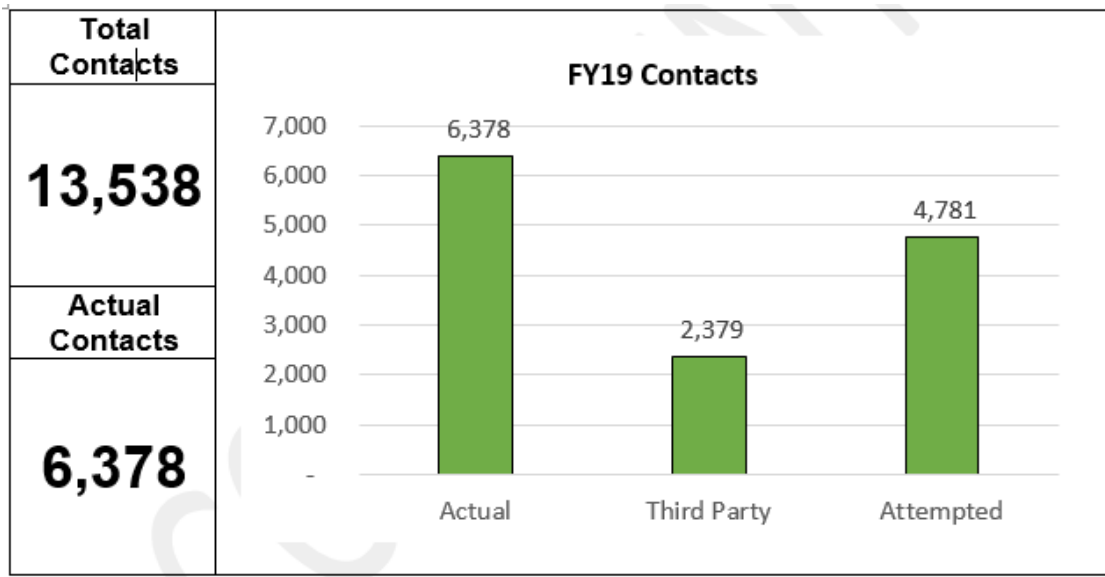
While 85-90% of Roca participants served between 2012 and 2019 committed violent offenses before coming to Roca, only 16% were convicted of a violent crime after joining Roca.
- **Practicing CBT skills appears to serve as a protective factor against the risk of recidivism.**

Even though the participants who practiced at least half the CBT skills were considered to be more at-risk for recidivism, they did not differ in their likelihood of facing new criminal charges compared to a lower risk group that did not practice any CBT skills.
- **Practicing CBT skills at least once impacts Roca participants' likelihood of obtaining employment.**

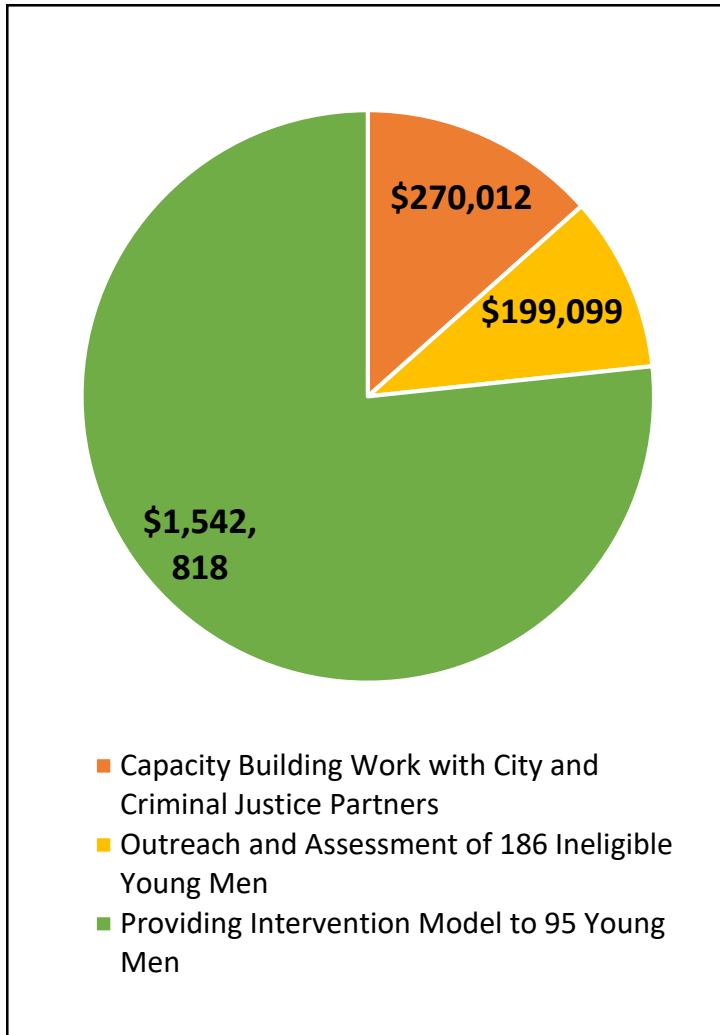
Compared to those that that did not practice any CBT skills, those that practiced all CBT skills had an almost 280% increased chance of obtaining a job.
- **Practicing CBT skills at least once has been shown to increase program retention.**

Participants who practiced all CBT skills have almost 70% more total days at Roca compared to those who did not practice any CBT skills.

Contacts & Programming



Cost Analysis: Year 1



- **One Year Cost Per Participant:**
\$16,240 per participant (looking at only the 95 young men eligible, but inflated due to start-up costs)
 - We expect this to drop to between \$12,000 and \$13,000 at scale for the same services.
- **Expected Four Year Cost Per Participant: \$35,000**
- **For comparison:**

(Programs for young people who mostly show up)

 - National Programs: \$22,000 to \$31,000 per year
 - Baltimore Program A: \$15,711 for 6 months
 - Baltimore Program B: \$18,000 for 10 months
 - One Year of Incarceration: \$45,875

Proposed Contract Outcomes

Performance-based contract outcomes	Source
Enrollment rate	Roca
Program retention	Roca
Program engagement	Roca
Change assessment rate	Roca
Job placement rate	Roca
Employment retention	Roca
Total Rearrest Rate	BPD, DPSCS
Felony Rearrest rate	BPD/DPSCS
Violent Felony Rearrest rate	BPD/DPSCS
Reconviction rate (Any Charge, Felony Charge, Violent Felony Charge)	Courts/DPSCS
Prison reincarceration rate (Any Charge, Felony Charge, Violent Felony Charge)	Courts/DPSCS
Revocation rate	DPSCS
Change in severity rate	DPSCS



Looking Ahead

	Year 2	Year 3	Year 4
Number of Participants in Phase 1 and 2 (Years 1 & 2)	175	240	300
Number of Participants in Phase 3 of Model (Years 3 & 4)	0	85	133
Unduplicated Participants Served	205	327	623
Number of Work Crews	3	4	5
Number of Advanced TEP Slots	6	10	12



Questions?

